## Module description: Change Management

| Module Code | w.MA.XX.CHAMA.23HS |
|---|---|
| **ECTS Credits** | 3 |
| **Language of Instruction/Examination** | English |
| **Module Description** | How will knowledge lead to sustainable transformation? The modules Critical Thinking, Change Management, and Behavioral Psychology discuss and explore different critical aspects of how humans react when changing behavior. The successful implementation of circularity into industry and society will invariably require significant changes, not only in mindsets but also organizational structures, responsibilities, co-operations, decision-making processes, leadership, and measurements of success. This module is case-study-based and builds on proven principles of change management in a setting of "new" and "unknown" territories, moving successfully from linear to circular structures and principles. |
| **Organizational Unit** | Zurich CTR f Sustainability Leadership |
| **Module Coordinator** | Christian Vögtlin |
| **Deputy Module Coordinator** | Christine Seiger |
| **Program and Specialization** | • Circular Economy Management |
| **Legal Framework** | Academic Regulations MSc in Circular Economy Management dated 02.06.2022, Appendix to the Academic Regulations for the degree program in Circular Economy Management, first adopted on 23.09.2022 |
| **Module Category** | **Module Type**<br>Compulsory |
| **Prerequisite Knowledge** | |
| **Contribution to Program Learning Objectives (by the concerned Module)** | • Professional Competence<br>• Methodological Competence<br>• Social Competence<br>• Self-Competence |
| **Contribution to Program Learning Objectives** | **Professional Competence**<br>• Knowing and Understanding Content of Theoretical and Practical Relevance<br>• Apply, Analyze, and Synthesize Content of Theoretical and Practical Relevance<br>• Evaluate Content of Theoretical and Practical Relevance<br>**Methodological Competence**<br>• Problem-Solving & Critical Thinking<br>• Scientific Methodology<br>• Work Methods, Techniques, and Procedures<br>• Information Literacy<br>• Creativity & Innovation<br>**Social Competence**<br>• Written Communication<br>• Oral Communication<br>• Teamwork & Conflict Management<br>• Intercultural Insight & Ability to Change Perspective<br>**Self-Competence**<br>• Self-Management & Self-Reflection<br>• Ethical & Social Responsibility<br>• Learning & Change |

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| **Module Learning Objectives** | Students...<br>• are able to recognize the typical phases of change processes.<br>• can use tools and methods of change management in a targeted way for change processes.<br>• are able to engage with people and stakeholders involved in change processes.<br>• can deal with uncertainties in the change process. |
| **Module Content** | • Concepts and tools of change management.<br>• Change as a design task. Planning and control of a change process.<br>• Case studies in small groups. |
| **Links to other modules** | This module is linked to the following modules:<br>• w.MA.XX.BEPS.23HS<br>• w.MA.XX.CTH.23HS |
| **Digital Learning Resources** | • Reader<br>• Teaching Materials<br>• Case Studies (with Key) |
| **Methods of Instruction** | • Interactive Instruction        Social Settings Used:<br>• Lecture                             • Group Work<br>• Case Studies                    • Individual Work |

**Type of Instruction**

| | Classroom Instruction | Guided Self-Study | Autonomous Self-Study |
|---|---|---|---|
| Lecture | 28 h | - | |
| Excercise | - | - | |
| Project Work | - | 8 h | |
| Seminar | - | - | |
| **Total** | **28 h** | **8 h** | **54 h** |

**Performance Assessment**

| End-of-module exam | Form | Length (min.) | Weighting |
|---|---|---|---|
| - | | | |
| **Permitted Resources** | | | |

| Others | Assessment | Format | Length (min.) | Weighting |
|---|---|---|---|---|
| Case study written report | Grade | Gruppenarbeit | 0 | 50.00 |
| Talk/oral presentation | Grade | Gruppenarbeit | 0 | 40.00 |
| Others | Grade | Andere | 0 | 10.00 |

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|---|---|
| **Classroom Attendance Requirement** | 80% |
| **Compulsory Reading** | |
| **Recommended Reading** | |
| **Comments** | |